

Retirement Planning

Personalized Summary				
Savings	Pension	Social Security	Personal Income	Retiree Medical
Total Retirement Income				

Retiree Medical Overview

Choosing the right health coverage for yourself and your dependents is an important decision for your retirement. Review your options, including what may be available through Northrop Grumman and how that aligns with your or your family's healthcare needs and also decide what type of health care coverage you prefer.

The information below will help you consider what's available to you at retirement and determine your eligibility for retiree medical coverage through Northrop Grumman. Review tips and resources to understand how the application process works.



Fast track your modeling success by launching the instructional video in the blue box or by following the written instructions in the Total Retirement Income section drop down for Using the Retirement Analysis Tool. Research the various sources of your total retirement income as you fine tune the modeling. Call the Northrop Grumman Benefits Center at 800-894-4194 should you have questions.

Get the most out of the Financial Wellness Dashboard — Watch the tutorial



Model health coverage options based on your family's needs

Each of the five boxes on the navigation bar above provide relevant information about those sources. The Total Retirement Income box outlines how they all come together and can be used to model different scenarios on the Fidelity retirement planning dashboard.

Things to Consider as You Plan For Retirement

- **Your Northrop Grumman Health Plan:** The health plan coverage you have as an active employee ends at the end of the month in which you retire. At that point, Northrop Grumman will give you the option to continue your medical, dental, vision and/or EAP coverage through COBRA for 18 months.
- **Your Eligibility for Retiree Medical Coverage:** For more information, view the "Understanding Your Options At Retirement" for more information.
- **Cost of Coverage:** Continuing your coverage through COBRA or enrolling in your spouse's coverage may be less costly than retiree medical coverage. You can enroll in a Pre-Medicare or Medicare health plan through Via Benefits at a later date.
- **Medicare Penalty:** You become eligible at age 65, or earlier if you have certain health conditions or are disabled. It's important to sign

up for Medicare as soon as you're eligible. If you don't, you may need to pay higher premiums.

- **Your Health Savings Account (HSA):** You take your HSA with you when you retire. Save as much as you can tax-free while you're eligible so you have funds available for your healthcare expenses when you retire.
- **Healthcare Expenses Can Be Significant in Retirement:** Factor in your anticipated healthcare costs in the retirement plan you're building through the Retirement Analysis tool in NetBenefits accessed through the [Financial Wellness Dashboard](#). Fidelity's *Prepare for the Reality of Healthcare in Retirement* workshop can also help you plan. Look for an upcoming workshop on [NetBenefits](#).

Before you retire, call the [Northrop Grumman Benefits Center](#) (NGBC) at 800-894-4194 to learn what's available to you. Be sure to request a **retiree medical modeling statement** that can describe your options.

Understand Your Options at Retirement

When you retire from Northrop Grumman, you may:

- Continue your medical, dental, vision and/or EAP coverage for yourself and any covered dependents you have as an active employee under COBRA for 18 months.
- Enroll in one of the health plans available through Via Benefits if you're **under age 65** and eligible. You can purchase individual Pre-Medicare supplemental coverage through Via Benefits, a private insurance exchange that provides eligible retirees access to supplemental insurance plans.
- Enroll in Medicare Parts A and B if you're **65 or older**; Medicare will be your primary health insurance at that point. You can purchase individual Medicare supplemental coverage through Via Benefits, a private insurance exchange that provides eligible retirees access to supplemental insurance plans. Note that if you're **under age 65 and your spouse is over age 65, or vice versa**, the person under 65 may enroll in a Pre-Medicare health plan and the person over 65 may elect to enroll in Medicare supplemental coverage, both through Via Benefits.
- Choose a mix of the above options – for example, enroll in a Via Benefits Pre-Medicare health plan (if under age 65) while continuing your active dental coverage through COBRA.
- Defer retiree medical coverage until a later date.

For more information, view the Northrop Grumman Retiree Medical Plan [Summary Plan Description](#).

Review Eligibility for Northrop Grumman Retiree Medical

Northrop Grumman is the integration of over 20 companies across aerospace, technology and defense industries. Your company heritage and employment history may impact your eligibility for a subsidy under the Northrop Grumman Retiree Medical Plan and what you pay for coverage.

In general, you're eligible for retiree medical coverage if, at the time you retire from Northrop Grumman:

- You're **age 55 or older** with a minimum of 10 years of service, or
- **Age 65 or older** with a minimum of five years of service.

You and Northrop Grumman will either share the cost for coverage or you'll be required to pay the full cost, depending on your company heritage and employment history. Note that most employees hired after 2003 aren't eligible for subsidized coverage.

To determine your eligibility, call the [Northrop Grumman Benefits Center](#) (NGBC) at 800-894-4194 and request a **retiree medical modeling statement**, which will show your options.

If you have more than one retiree heritage classification, make sure to compare the subsidies offered under each heritage (for both pre-65 and 65 or older) and choose which works best for you.

You'll be starting a NEW plan as a retiree. Amounts applied to the deductible and out-of-pocket maximum for your active coverage don't carry over to your new retiree coverage. All out-of-pocket amounts are reset at the beginning of each plan year, on Jan. 1.

If you're under **age 65** and eligible for Medicare due to a disability, our medical plans coordinate with Medicare, so make sure you're enrolled in both Medicare Parts A and B.

If You Are Age 65 or Older

If you're age 65 or older, Medicare will be your primary medical insurance. Access the [Medicare](#) website to learn more about Medicare and how to enroll.

You have the option to purchase additional coverage to supplement Medicare, and Northrop Grumman partners with [Via Benefits](#), a private insurance exchange, to give you access to a broad range of supplement insurance plans and help in selecting and enrolling in supplemental coverage.

Depending on your company heritage and employment history, you may be eligible for a Retiree Health Reimbursement Account (RHRA) with Via Benefits. You receive a fixed annual "credit" amount in your RHRA that you can use to help pay for your purchase of an individual supplemental plan, prescription drug, dental, vision, TRICARE supplemental or long-term care coverage, or Medicare Part B premiums.

You must elect a supplemental medical or prescription drug plan through Via Benefits to use the RHRA. (Exception: you may enroll in TRICARE supplemental or long-term care coverage and notify Via Benefits of your enrollment).

For more information and to enroll, visit the [Via Benefits website](#) or call 855-832-0976.

Certain retirees in a few heritage classifications may stay enrolled in a Northrop Grumman Retiree Medical Plan option when they reach age 65 instead of receiving an RHRA through Via Benefits, and some may receive a stipend through the [Medicare Part B Reimbursement and Stipend Program](#) that's different from an RHRA. Your retirement modeling statement will indicate if you're eligible for these options.

Explore Tips and Resources

When you're ready to retire, a **Retirement Benefits Coordinator** can help you with the retirement process. A specially trained Northrop Grumman Benefits Center service representative can answer questions about your retirement benefits and offer personalized service.

For more information, view the Health Care in Retirement and Northrop Grumman Retiree Medical Plan [Summary Plan Description](#).

Apply for Retiree Medical Coverage

If You're Under Age 65

Make sure you understand the different coverage effective dates as you plan for retirement.

- Retiree medical coverage will be effective the first of the month following your enrollment.
- If you *retire* from Northrop Grumman, the benefits you have as an active employee remain in effect until the end of the month in which you retire. If you *terminate* your employment, your benefits end on the day of your termination.
- Any amounts applied to your deductible and out-of-pocket maximum from active coverage or COBRA reset to \$0 when you enroll in retiree medical coverage.

Contact the [Northrop Grumman Benefits Center](#) (NGBC) at 800-894-4194 to determine if you're eligible for the Retiree Health Reimbursement Arrangement (RHRA) or other subsidized retiree medical coverage. Then, visit the [Via Benefits website](#) or call 844-876-6367 to learn about the supplemental PreMedicare options they offer, and to enroll.

If You're Age 65 or Older

Medicare will be your primary health insurance coverage if you're **age 65 or older**, and you have the option to purchase additional coverage to supplement Medicare. Visit the [Medicare website](#) to learn how to enroll. It's important to sign up for Medicare as soon as you're eligible. If you don't, you may be charged higher premiums.

Contact the [Northrop Grumman Benefits Center](#) (NGBC) at 800-894-4194 to determine if you're eligible for the Retiree Health Reimbursement Arrangement (RHRA) or other subsidized retiree medical coverage. Then, visit the [Via Benefits website](#) or call 855-832-0976 to learn about the supplemental Medicare options they offer, and to enroll.

Split Coverage Situations

In some cases, the retiree may be age 65 or older when the spouse is still under age 65, or vice versa. In these situations:

- The individual under age 65 may enroll in Pre-Medicare medical coverage under Via Benefits until they reach age 65.
- The individual who is age 65 or older may have access to the Medicare services offered through Via Benefits.

COBRA Benefits

When you retire from Northrop Grumman, you and your covered dependents may be able to continue your medical, dental, vision and/or EAP coverage for a limited time through COBRA. When COBRA ends, you may enroll in Via Benefits retiree medical coverage.

Contact the [Northrop Grumman Benefits Center](#) (NGBC) at 800-894-4194 and ask for the cost of COBRA coverage to help you compare your choices. COBRA is a continuation of your active coverage, so any amounts applied to your deductible and out-of-pocket maximum for the current year do not reset to zero.

Additional Resources

Financial Wellness Dashboard

Your centralized hub, designed to provide financial insights and enhanced planning tool capabilities to help you make informed decisions with confidence.

Learning Resources

Research other resource topics through interactive tools, articles, videos or workshops.

Schedule an Appointment

Set up time to meet 1:1 with a retirement planner.

Retirement Decision Guide

Get help in your one-of-a-kind retirement journey, beyond your financial well-being.